

FACTORS INFLUENCING OF STRESS MANAGEMENT AMONG COLLEGE FACULTY IN DHARMAPURI TOWN

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ABSTRACT

The purpose of this paper is to explore level of professional stress in college professors and way of minimizing stress among professors the major objective of the study is to investigation the factors affecting stress among college professor. The study comprises of 100 faculty members of college by using convenience sampling technique to collect the responses of targeted respondents, this research is highly useful for management, administration and faculty members of college and indirectly students could be the beneficiaries of the recommendations and suggestions.

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INTRODUCTION

1.1 Background of the Study

Stress is an inner presume (or) inner feeling of human being .It is affected by the human physiological and psychologically. In today's stress is a universal phenomenon. It is affected the employees, who are working under the employer Aborl (1990) he was said that every employees would like to attain more and more pleasure, because the due to competition is increasing all the fields. The competition produced more stress among employees, but we don't ignore the competition in the recent years and upcoming years. Teaching is such kind of best profession which is the expectation of students. Nowadays the stress is more affected to college professors the main causes are work related stress, value conflict, type of work, sexual harassment, student behavior, improper recognition, conflict between the co-workers and seniority problem etc.

Vijaydurai and venkatesh (2012) discussed in their research the professors are taking lot of problems. Like body ache, too much of work load and psychosomatic problem and students behaviours etc. These faculty members working in under stress because of they have to perform various roles.

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1.2 Objectives of the Study

1. To identify the level of stress of private college professors.
2. To analyses the Demographic factors of private college professors.

1.3 Statement of Problem

Today's the number of private colleges in Dharmapuri is recently increased. There is competition between private and govt., institution for producing results. Because the stress related to work, family, decision, your future, and more. So the private college give more workload to their employees, it will causes the stress.

1.4 Scope of the Study

The Government would like to improve the higher education standards in India, So the UGC. (University grants commission) create certain eligibility norms for working as a professor in private and Govt., College also. The private Management requires eligibility staff members for low salary there is also causes to the professors.

1.5 Sampling Method

The sampling used in this study is 'Simple random sampling' because the sample is selected with equal probability.

1.5.1 Sample Size

Since the population for the survey is very large, and due to time limitation a sample size of 50 is taken for the survey with help of questionnaire

1.5.2 Data Collection

Primary Data: Survey method is employed to collect the primary data from the respondents and the data are collected with the help of questionnaires. Secondary data collected from various websites.

1.5.3 Research Tools

- Percentage analysis.
- Chi-square test.

1.5.4 Limitations

As the research is restricted with in Dharampuri, results are not applicable to other areas of Tamilnadu and India; Limited number of respondents has been chosen due to time constraint and this could affect the accuracy of result to certain extent.

ANALYSIS AND INTERPRETATION

The Data collected from 50 respondents were analyzed using SPSS (statistical package for social science) version 20. The aim of the analysis was to find out the stress level of the private school professors. The researcher using statistical tools namely that percentage analysis.

The analysis is presented in the following order.

- Demographic profile
- Occupational profile
- Organizational stress analysis

2.1 Demographic Profile

This profile in any research gives overall exposure of the respondent's. It is a way to identify present situation of the respondents in terms of their gender, age, educational qualification, marital status and income.

2.2 Gender

Gender has a profound impact on behavior at work. Gender is particularly important in Indian studies, many researchers have proved that gender is a tendency to change the job and abstain from female employees compare with male counterparts.

Table – 1: *Gender of the Respondents*

Respondents	Frequency	Percent
Male	14	28
Female	36	72
Total	50	100

Source: *Primary Data*

The above table defines that more than three fourth (72%) of the respondents were female, and less than one fourth (28%) of the respondents were male. It is concluded that today large number of females are selecting teaching field compared with males.

2.3 Age of the Respondents

Age is a significant factor in the life of a human being as it reflects the maturity level of an individual and is an important variable in any research. The outlook towards life, behaviour, thoughts and everything has a lot to do with the age and experience. Age also determines how valuable one is. The following table shows the age distribution of the respondents.

Table – 2: *Age of the Respondents*

Respondents	Frequency	Percent
Below 20 Years	6	12
21-30 Years	34	68
31-40 Years	7	14
41-50 Years	3	6
Above 50 Years	0	0
Total	50	100

Source: *Primary Data*

The above table shows that more than one tenth (12%) of the respondent's age group is up to Below 20 years, and nearly two third (68%) of the respondents are belonging the age

group between 21 to 30 years, and 14% of the respondents fall into the age group above 31 to 40 years, and 14% of the respondents are in the fall into the age group 41-50 years, finally 6% of the respondents belong to the age group of above 50 years.

2.4 Education of the Respondents

Education in a way, prepares people to choose the line of work. analysis of the educational background of participants is vital in any research as it determines the ability to preceive the research tool and respond appropriately and it is generally experienced that if the respondents are from the intellectual background then the data collected will be more accurate and more reliable. The following table shows the educational qualification of the respondents.

Table – 3: *Qualification of the Respondents*

Respondents	Frequency	Percent
PG Only	2	4
PG with B.E.D	21	42
PG with M.Phil.,	26	52
Ph.D	1	2
Total	50	100

Source: *Primary Data*

The above table list out that 4% of the respondents are qualification is PG Only, and 42% of the respondents are qualification is PG with B.Ed, and more than half (52%) of the respondents qualification is PG with M.Phil, and 2 % of the respondents qualifications is Ph.D.

2.5 Marital Status

Marriage is the term which can play the vital role. Some people say they are married to their profession in turn showing their commitment to their profession young people also believe that bachelor life is the best life and married life is full of commitments with marriage come lot of responsibilities and role change. There is also a good support system that comes from marriage. The researcher has provided the details about the marital status of the respondents. This variable provides important information in research field.

Table – 4: *Marital status of the Respondents*

Respondents	Frequency	Percent
Married	22	44
Unmarried	28	56
Total	50	100

Source: *Primary Data*

The above table defines that less than half of the respondent are married, and the above half of the respondents are unmarried.

2.6 Income

Income is one of the important factors to determine the individual life. The income and wealth are key factor to decide family in the society, and also it influencing the quality of life in general. Income is a key indication of wellbeing and health of an individual. Hence understanding of this variable is a vital part of any research especially in the present study, so as to focus on psychological wellbeing of stress management.

Table – 5: Monthly Income

Respondents	Frequency	Percent
Below 10000	44	88
10001-20000	6	12
Total	50	100

Source: Primary Data

The above table defines that more than four fifth (88%) of the respondents are receiving monthly income of below RS 10000, and 12% of the respondents are receiving monthly income of Rs10001-20000.

It is concluded that most of the professors are getting monthly income of below RS 10000 and the same way based on the income they have stress.

2.7 Years of Experience

There is strong relationship between years of experience and the level of stress. It is linked with an individual ability to listen to newer ideas and the willingness to corporate in any participative research.

Table – 6: Years of Experience

Respondents	Frequency	Percent
0-5 years	38	76
5-10 years	10	20
10-15 years	2	4
Total	50	100

Source: Primary Data

The above table explore that little more than three fourth (76%) of the respondents' teaching experience is between 0 to 5 years, and less than one fifth (20%) of the respondents' teaching experience is between 5 to 10 years, and 4% of the respondents' teaching experience is above 10 -15 years.

2.8 Personal Stress

Table – 7

S. No	Statements	Never	Occasionally	Sometimes	Frequently	Always	Total
1	I have job security in this institution	5 (10%)	12 (24%)	3 (6%)	15 (30%)	15 (30%)	50 (100%)

2	Sufficient resources are available for doing my work	8 (16%)	7 (14%)	15 (30%)	12 (24%)	8 (16%)	50 (100%)
3	I Co-operative with my colleagues	10 (20%)	10 (20%)	15 (30%)	5 (10%)	10 (20%)	50 (100%)
4	I am having work regularly	12 (24%)	8 (16%)	15 (30%)	7 (14%)	8 (16%)	50 (100%)
5	Too much of workload	20 (40%)	12 (24%)	10 (20%)	8 (16%)	0 (0%)	50 (100%)

2.8.1 Job Security in this Institution

The above table 7 define that less than one third (30%) of the respondents are always and frequently having job security in their institution, and more than one fifth of the respondents occasionally having job security in their institutions, and (10%) of the respondents are never having job security in their institutions, and (6%) of the respondents are sometimes having job security in their institutions.

2.8.2 Sufficient Resources

The above table 7 define that one third (30) of the respondents are sometimes only they feel Sufficient resources are available for doing work, and little less than one fourth (24%)the respondents are frequently only they feel Sufficient resources are available for doing work, and (16%) of the respondents are said never and always Sufficient resources are available for doing work, and (14%) of the respondents occasionally said Sufficient resources are available for doing work.

2.8.3 Co-Operative with Colleagues

The above table 7 revivals that less than one third (30%) of the respondents my co-operative with my colleagues, and one fifth (20%) of the respondents always my co-operative with my colleagues, and (20%) of the respondents never my co- operative with my colleagues, and (20%) of the respondents occasionally of the respondents my co- operative with my colleagues, and (10%) of the respondents frequency co- operative with my colleagues.

2.8.4 Work Regularly

The above table 7 indicate that less than one third (30%) of the respondents are sometimes having work regularly, and little less than one fourth (24%) of the respondents are never having work regularly, and 16% of the respondents are always having work regularly, and 16% of the respondents are occasionally having work regularly, and 14% of the respondents are frequency having work regularly.

2.8.5 Workload

The above table 7 explain less than of the respondents are never feel that they are having too much of work load, little less than one fourth of the respondents are occasionally having work regularly, one fifth of the respondents are sometimes having work regularly, 16% of the respondents are frequency having work regularly.

2.9 Environmental Stress

Table – 8

S. No	Statements	Never	Occasionally	Sometimes	Frequently	Always	Total
1	My working environment support me	8 (16%)	7 (14%)	15 (30%)	8 (16%)	12 (24%)	50 (100%)
2	My working environment provides all facilities to me	8 (16%)	12 (24%)	15 (30%)	7 (14%)	8 (16%)	50 (100%)
3	I have sufficient transport facilities to my job	10 (20%)	5 (10%)	15 (30%)	10 (20%)	10 (20%)	50 (100%)
4	My working environment always eco-friendly one	15 (30%)	15 (30%)	3 (6%)	12 (24%)	5 (10%)	50 (100%)

2.9.1 Working Environment Support

The above table 8 indicate that less than one third (30%) of the respondents are sometimes having working environment support, and little less than one fourth (24%) of the respondents are always working environment support, and 16% of the respondents are never working environment support, and 16% of the respondents are frequently working environment support, and 14% of the respondents are occasionally working environment support.

2.9.2 Work Environment Provides All Facilities

The above table 8 define that one third (30) of the respondents are sometimes only they felt working environment provides all facilities, and little less than one fourth (24%)the respondents are occasionally feel that their working environment provides all facilities, to them and (16%) of the respondents are said never and always my working environment provides all facilities, and (14%) of the respondents frequently said working environment provides all facilities to them.

2.9.3 Sufficient Transport Facilities

The above table 8 reveals that less than one third (30%) of the respondents sometimes they have sufficient transport facilities to their job, and one fifth (20%) of the respondents always they have sufficient transport facilities to their job, and (20%) of the respondents are never they having sufficient transport facilities to their job, and (20%) of the respondents frequently of the respondents they have sufficient transport facilities to my job, and (10%) of the respondents occasionally they have sufficient transport facilities to my job.

2.9.4 Working Environment

The above table 8 define that less than one third (30%) of the respondents are never and occasionally having working environment always eco-friendly one, and more than one

fifth (24%) of the respondents frequently having working environment always eco-friendly one, and (10%) of the respondents are always having my working environment always eco-friendly one, and (6%) of the respondents are sometimes having y working environment always eco-friendly one.

2.10 Age and Level of Stress (Chi-Square Test)

Table – 9

Factor	Calculated Ψ^2 Value	TableValue	D.F	Remarks
Age	98.232	12.592	6	Significant at 5% level

Source: *Computed from primary data*

It is divulged from the above table that the calculated chi-square value is greater than the table value and the result is significant at 5% level. Hence, the null hypothesis rejected, it is concluded that there is a close relationship between the age of the respondents and the level of stress perceived by them.

FINDINGS

- It was found that the maximum level of stress was perceived by the college teachers who were below 21-30 years of age.
- While analyzing the gender of the teachers, female teachers have perceived maximum level of job stress than the male teachers.
- In the case of marital status, majority of the married teachers have perceived maximum level of job stress when compared to the unmarried teachers.
- It is brought out from the analysis that the maximum level of stress was perceived by the college teachers who were qualified with Post Graduation with M.Phil.
- Maximum level of stress was perceived by college teachers who belonged to joint family.
- While analyzing the income group, the college teachers getting below 10000.

SUGGESTIONS

Stress was found to be high among the respondents with more number of dependents, compared to those with less number of dependents. The reason for this could be attributed to the accumulating responsibilities, which increases with the size of the family. Hence it was suggested that, the respondents should have a control over their family size, which shall benefit the society at large, other than for the individual benefits it brings to the respondents.

Among the various factors which influenced the respondents in the choice of the profession and institution, more weight age was given to the factor 'more days of leave'. Hence it was suggested that, the college teachers need to be granted the required number of days of leave, to help them balance their dual role, and give their utmost in terms of quality to their Institution.

When a person was suffering from headache or any other physical problem, it was suggested that, it should not be automatically assumed that such headaches or other

complaints were stress-related just because the person had a high job stress score. A physician should always be consulted if a person experienced new symptoms, or if past problems seemed to be getting worse, because they might be due to something else that would have been much easier to treat in its early stages. The feeling of having little control over stress was always distressful. Anything done to gain more control over daily activities would provide powerful stress reduction rewards. Analyzing all the items showing high stress levels and figuring out how to gain them in, particularly, if it was felt that health was being significantly affected. But it had got to be kept in mind that any such scale, along with its categories, was subjective and that some stressors, such as deadlines, could actually have positive consequences.

CONCLUSION

Work stress is a real challenge for college teachers and their employing institution. As institution and their working environment transform, so do the kinds of stress problems that employees may face. It is important that your workplace is being continuously monitored for stress problems. Educational Institutions have started realizing that stress management is important and the payoff comes when executives are able to maintain high performance. The United States corporate giants have jumped to fitness band wagon, wellness programs and health education programs with the realization that a healthy employee is a productive employee. Stress counseling and stress management in India, have still a low profile; but it is time that Indian organizations start taking steps like their western counterparts to enable executives to absorb and by-pass stress and strain which in days to come are likely to manifest in more alarming ways.

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